FACT-CHECKING VUSD

WHAT VUSD SAYS...	THE REALITY	OUR POSITION
"The District's last proposal includes a 2% salary increase for all employees."	The 2% increase would not go into effect until July 1, 2026. There was no salary increase offered for the current 2025-26 negotiations cycle. A 2% increase would not come close to covering the increased out-of-pocket costs members would face with a hard cap on benefits.	VUEA and VESPA have proposed no salary increases for 2025-26 OR 2026-27 in order to maintain the current benefits structure.
"Our Board of Education and I believe our district's bargaining unit members deserve compensation that allows them to live in the community where they work."	VUSD remains in the bottom 25% (15th out of 20) in the county in terms of comparable educator salaries.	Despite this, VUEA and VESPA have proposed no salary increases.
"The District's last proposal includes... the implementation of a cost-sharing model for health and welfare benefits."	The hard cap the district has proposed would amount to a pay cut of over 5% for VUEA members and would price most VESPA members out of benefits entirely based on current plan selections – even with a 2% raise.	VUEA and VESPA have proposed the continuation of the District's contribution to benefits through 2026 and have offered to immediately negotiate potential changes to the structure for the 2027 benefits year.
"The District's last proposal includes... no cost options, beginning in the 2026-2027 school year."	86% of current enrollees (1139 out of 1321) would pay out-of-pocket costs of at least $250/month and 99% of those members would pay out-of-pocket costs over $300/month.	Any out-of-pocket costs amount to a pay cut for our members and would price many of our members out of benefits altogether.

WHAT VUSD SAYS…	THE REALITY	OUR POSITION
“A cap on health benefits has existed in our negotiated agreements for several years, and we have now reached the amount of money agreed upon to trigger a discussion about this topic.”	There is no language in either VUEA or VESPAs contract that “triggers a cap” – only that the parties meet to “explore all possible medical plan changes.” **(*See actual contract language below)**	VUEA and VESPAs Medical Advisory Committees have met with the District on several occasions to discuss potential plan changes (per the contract language) including the possibility of establishing additional plan options. However, no agreement was reached to forward to the respective bargaining teams.
“Health and welfare costs are rising and will continue to grow year after year. If the District absorbs these costs, it will significantly impact the fiscal stability of the District.”	The District has already budgeted for these costs in its multi-year projections and has still shown an ability to maintain its required reserve.	VUEA and VESPA have committed to negotiate in good faith potential future changes to the benefits structure beginning with the 2027 benefits year to include ongoing District contributions.
“The California Teachers Association has launched a statewide “We Can’t Wait” campaign that is active in more than 30 districts, including VUSD.”	VUEA and VESPA do NOT want to strike. We want a fair settlement and hope that can be accomplished through the impasse process. However, we will always fight for our students, our members, and our communities in Ventura and throughout the state.	VUEA and VESPA are proud to be aligned with the We Can’t Wait Campaign and will continue to advocate for fully staffed and stable schools, competitive wages and benefits, and increased funding for education. For information on the We Can’t Wait Campaign visit https://www.cta.org/educator/posts/we-cant-wait-3

*Medical Cost Trigger Once the total cost of health and welfare benefits in the GPO exceeds $23,195,289 (ninety (90%) of the current total amount of $25,772,544) the parties agree to bargain in good faith (VUEA/VESPA will be represented in the bargaining by their bargaining team), to explore all possible ***medical plan*** changes to keep the total cost below $25,772,544. When an agreement is reached on changes, the changes shall be referred to formal bargaining to implement the agreed upon changes, based upon a vote by the VUEA membership and ratification by the VUSD School Board. It is the parties’ intent that all current eligible unit members,’ employed on or before the date of Board ratification, health and welfare premium costs be fully-funded by the District until there is a subsequent, negotiated total compensation agreement.